

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 18 September 2025**

Virtual Hearing

Name of Registrant:	Julie Rachel John
NMC PIN:	23E2005O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 24 May 2023
Relevant Location:	Northern Ireland
Panel members:	Michael McCulley (Chair, Lay member) Louise Geldart (Lay member) Suzie Adam (Registrant member)
Legal Assessor:	Gareth Jones
Hearings Coordinator:	Margia Patwary
Nursing and Midwifery Council:	Represented by Fiona Williams, Case Presenter
Mrs John:	Present and represented by Jim Wells
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must work for only one substantive employer. This must not be an agency.
2. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of: working at all times while being directly observed by a registered nurse.
3. You must not be the nurse in charge of any shift.
4. You must undertake fortnightly meetings with your line manager/mentor/supervisor.
5. You must work with your line manager/mentor/supervisor to create a personal development plan (PDP). Your PDP must address the concerns about your practice, and should include:
 - a) Acting within the scope of your practice
 - b) Acting on clinical concerns
 - c) Recognising a deteriorating patient
 - d) Medication knowledge
 - e) Prioritisation of tasks
 - f) Using your initiative

- g) Knowledge of patients' conditions
 - h) Ability to provide accurate hand overs
 - i) Professionalism towards patients
 - j) Professionalism towards colleagues
 - k) Empathy towards patients
6. You must send your NMC case officer a copy of your PDP within 14 days of it being created.
7. You must send your NMC case officer a progress report on your PDP every 3 months from your line manager/mentor/supervisor.
8. You must send the NMC a report from your line manager/mentor/supervisor prior to the next NMC hearing or meeting which should include details of your progress in relation to your PDP.
9. You must keep the NMC informed about anywhere you are working by:
- a) Telling your case officer within seven days of accepting or leaving any employment.
 - b) Giving your case officer your employer's contact details.
10. You must keep the NMC informed about anywhere you are studying by:
- a) Telling your case officer within seven days of accepting any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.
11. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.

- b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
12. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
13. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
- a) Any current or future employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the Nursing and Midwifery Council (NMC) may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.